

## Section 5: Self-Assessment

*The following questions will help assess your prior experience in public health and identify areas for focus of the orientation process. Please check the appropriate response for each question in the boxes provided. Additional explanations may be provided at the end.*

☐ **PRO = Proficient**

☐ **KNOW = Knowledgeable**

☐ **AWARE**

<b>PUBLIC HEALTH PRACTICE</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Have you ever worked in public health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ in Washington State?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you understand the core functions of public health and the 10 Essential Public Health Services?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with the "Public Health Improvement Plan", including the Standards for Public Health Performance?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you a member of the Washington State Public Health Association?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you a member of the American Public Health Association?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever participated in an infectious disease outbreak investigation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever participated in a food-borne or water-borne disease outbreak or investigation?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever participated in a community health assessment process?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you had experience with other public health programs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think you need further orientation to basic public health practice to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>LOCAL HEALTH JURISDICTION</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Have you ever been a public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ in Washington State?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you understand the roles and responsibilities common to most public health nursing directors in Washington State?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you worked in this local health jurisdiction before?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with the organizational structure of the local health jurisdiction? (e.g.,	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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<b>LOCAL HEALTH JURISDICTION</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
the local health jurisdiction? (e.g., divisions/departments and key programs)				
Are you acquainted with senior management and program leads in the local health jurisdiction?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with the major health problems in the community and high priority public health activities?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think you need further orientation to the local health jurisdiction to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

  

<b>OTHER PARTNERS</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Have you worked with the State Department of Health in the past?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you worked with the State Department of Social and Health Services in the past?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with the Washington State Association of Local Public Health Officials?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you live in the community in which the local health jurisdiction is located?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you acquainted with key leaders in this community? (e.g., County Commissioners, mayor, hospital administrator)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think you need further orientation to other partners to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

  

<b>BUDGETING AND CONTRACTING</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Have you had experience in developing a budget for a program, division, or agency?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you know the funding and revenue sources for your LHJ?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you know how to read and interpret the BARS report?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have training in financial management or accounting?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you responsible for overseeing the development and management of your agency's Consolidated Contract?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If so, do you have knowledge of all programs funded through the contract, including the various federal and state administrative, fiscal, and program requirements, contract deliverables, program reports, and timelines?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you responsible for overseeing any other contracts, and if so, are you familiar with these contracts?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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Do you think you need additional orientation and training in budgeting and contract management and monitoring to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<b>LEGAL AUTHORITY OF PUBLIC HEALTH</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Do you know how to access the full text of Washington State laws including the Revised Code of Washington (RCWs) and Washington Administrative Code (WACs)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you know who the county attorney is and the protocol for interacting with this him/her?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think you need additional orientation or training in legal authority of public health to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>SUPERVISION/PERSONNEL</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Have you had experience managing other leaders or supervising staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with federal legislation regarding treatment of employees such as the Americans with Disabilities Act or the Family and Medical Leave Act?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you hired or fired staff under local county government rules?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you worked with unions (as an employer)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think you need additional orientation or training in supervision/personnel to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<b>PUBLIC HEALTH NURSING</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Are you responsible for supervising any nursing staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you oversee the clinical activities of any nursing staff?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with the laws relating to nursing care and regulation of the health professions in Washington State?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you understand how population-based practice differs from clinic practice and the public health nursing interventions used in public health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with the Nursing Care Quality Assurance Commission?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you feel you need further orientation or training on public health nursing to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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<b>INFORMATICS</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Do you have experience using a personal computer?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever used email?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever used the Internet?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever performed a search on the Internet?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever participated in a list serve or email discussion group?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with Washington State laws on information privacy and public disclosure, and with the Health Insurance Portability and Accountability Act (HIPAA)?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Are you familiar with key electronic systems available to document and track administrative and clinical public health activities, such as CIMS and VISTA?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you think you need further orientation or training on the computer or information systems to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

  

<b>MEDIA AND PUBLIC RELATIONS</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Do you have experience presenting to large groups of people?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ medical professionals?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ the general public?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ school students?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ special interest groups?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever been interviewed by the media? (e.g., newspaper, radio, television)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Have you ever given a lecture or taught a course?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you feel you need additional training in communications and public relations to adequately perform your duties as public health nursing director?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

  

<b>PHND GROWTH AND SURVIVAL</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
Have you had experience in the management of patients with:	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ tuberculosis?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ sexually transmitted diseases?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ HIV?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ meningococcal meningitis?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ vaccine preventable diseases?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ potential rabies exposure?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ diarrheal diseases?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ lice?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Do you have access to up-to-date infectious disease control and treatment references? (e.g., <u>Control of</u>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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<b>PHND GROWTH AND SURVIVAL</b>	<b>PRO</b>	<b>KNOW</b>	<b>AWARE</b>	<b>N/A</b>
<u>Communicable Diseases Manual, The Red Book)</u>				
Have you had experience with state or local Maternal Child Health Programs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Maternity Support Services/Case Management?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Immunizations?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ School health?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Childcare?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Children with Special Health Care Needs?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Child Abuse Prevention and Intervention	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ PHN Intensive Home Visits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ Oral Health	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
▪ WIC?	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**ADDITIONAL EXPLANATIONS:** (if necessary)